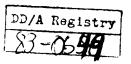
18-6

1 March 1983



MEMORANDUM FOR:	Members of the Language Devel	opment Committee	•	
FROM:	Executive Secretary, Language	e Development Commit	tee	25 X 1
SUBJECT:	Minutes of the 28 February 19 Committee	983 Language Develop	nent	
Administration, Senio representative; Evaluation, Off Chief, Producti of Science and Senior Training tive; representative; Education (OTE) LDC; and 2. Discu Award for the U Use Award as in was agreed by three distinct	ice of Personnel, DCI represent on Group, Foreign Broadcast In Technology (DDS&T), alternate Officer, Directorate of Admir Planning Group, Direct	te of Operations (DDC) tor for Policy, Analytative; nformation Service, Information Service, Information (DDA), DDC, torate of Intelligence Training, Office of Administrative LDC. Ty of substituting the Award pays more per information the present ide parity to individual Award amount should	Deputy Directorate A representate (DDI), DDI f Training and e Assistant, the Maintenance year than the cachments). It delineation of duals in the be increased ate Maintenance	25X1 25X1 25X1 25X1 25X1 25X1
Award payments schedule:	Group I - \$50 per biweekly Group II - \$65 per biweekly Group III - \$80 per biweekly	pay period		25 X 1
	Group III 400 F			25 X 1
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MEMORANDUM FOR:	Deputy Director for Operations
: AIV	Chief, Career Management Staff
FROM :	DO Senior Training Officer . 25X1
SUBJECT :	Language Maintenance Award Standards

- 1. Within the Language Incentive Program (LIP) each Directorate retains a degree of latitude in terms of implementation as a way of assuring that LIP can be made responsive to differing objectives and situations. Notwithstanding that basic flexibility, it is equally important that, within a given Directorate, the LIP program be applied uniformly to prevent inequities, distortions and erosion of basic confidence in the system and the program. With the above in mind this proposal is made in regards to Language Maintenance Awards (LMA) which, by virtue of certain peculiarities of LIP, lend themselves to differing groundrules.
- 2. It is recommended that the following guide all DO components:
 - a. Reaffirm Agency Language School as the principal testing office for monetary awards and acceptance of other tests only when Agency testing is not possible.
 - b. For language maintenance awards, which are paid annually, there must be annual testing for all working in or transitting the Headquarters area.
 - c. For individuals serving abroad the Agency test is valid until the end of tour or whenever the individual transits the Headquarters area. The obligation is on the individual to seek and be tested at the Language School to be able to collect maintenance awards.
 - d. For the foreseeable future, because the purpose of LIP is to foster language growth and maintenance, there is no limit to the number of language maintenance awards which may be paid to one individual if indeed he or she is available to apply those languages in support of the DO's mission.

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e. Where a maintenance award exceeds the Language Use Award (LUA) (Group II and III languages) and the individual has been tested successfully at the highest level achieved since 1970, the person may be paid an LMA instead of a LUA. The practical effect of this is to increase payments to individuals in the field using the most difficult languages.

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BJECT: (Optional) Proposed Program, DRAF	т в (Јо	b #139)		CIA Language Incentive	25>
Regulations Control Division 1105 Ames Building			EXTENSION	DATE 4 February 1983	
); (Officer designation, room number, and lding)	D/ RECEIVED	FORWARDED	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)	
Admin Assistant, LDC, OTE				Our plan has been to publish proposed as soon as	25) 25) 25)
· 426 C o C Building				possible. Forwarded herewith, per our telephone discussion today, is a	
3.				copy of the DDS&T response dated 31 January 1983 for your review. It would be appreciated if you	
				would resolve the DDS&T concerns with the DDS&T member of the Language Development	. 25)
5.				Committee, and advise Regulations Control Division. We anticipate receiving	
6.				a response from the Office of General Counsel today. Please let me know if I	·
7.				can be of assistance.	25 X
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9.				Att	:
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11.	-				• .
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14.					
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31 January 1983

MEMORANDUM FOR:	Chief, Regulations Control Division	
FROM:	Chief, Administrative Staff, DDS&T	25X1
SUBJECT:	Proposed CIA Language Incentive Program, DRAFT B (Joh #139)	25X1

- 1. We in the DDS&T believe that the following sentence should be added at the end of the first paragraph at the top of Page 6 of the subject draft regulation:...meeting language needs. They are not to be used as surrogates for the Language Use Awards, the requirements for which are contained in paragraph 3a.
- 2. We are disturbed to see in the draft report of the Language Development Committee for FY-82, which was circulated recently by the Language School, two references (pages 35 & 41) to the possibility that officers receiving a Language Use Award may, at their option, switch to the maintenance program. The report states that because the maintenance award amounts have been raised to the point where they now exceed the early Language Use Award sum of \$1300, this may cause some individuals currently receiving the Language Use Award to switch to the maintenance program.
- 3. This seems to us a violation of the intent of the program. If an officer is receiving an LUA, he is getting it because language use is a regular part of his work and a major ingredient in effective performance of the job. If that is so, he ought not to be eligible for a maintenance award, which is intended to preserve language skills for eventual later use. If an officer is using language now, he should be paid the Language Use Award; if he is maintaining a language for eventual later use, he should be paid the maintenance award. But, he should not be allowed to substitute the maintenance award for the use award simply because it pays him more money. That is abusing the system.

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